

Hyand Technology GmbH · Roseliesstr. 1 · 38126 Braunschweig

Modern Slavery Statement 2024

Introduction

This statement is made subject to section 54 of the UK Modern Slavery Act 2015 (the “Act”) by Hyand Technology GmbH on behalf of itself and its subsidiaries for the financial year ended on 31st of December 2023. Hyand Technology GmbH is a global technology company with operations across various regions, committed to ethical business practices and the prevention of modern slavery and human trafficking in all its forms. Hyand operates in multiple countries, with offices in Germany, Poland, Lithuania, Romania, and India.

Our approach to modern slavery involves:

1. Ensuring that slavery or human trafficking is not taking place within Hyand’s own supply chain, and
2. Encouraging our partners and stakeholders to adopt measures to reduce the risk of slavery and human trafficking.

In accordance with the Act, this statement focuses on the first component. The second component is integrated into our broader Corporate Social Responsibility (CSR) initiatives.

Supply Chain

Hyand workforce is composed of a diverse and skilled team of professionals working primarily in office environments across our global locations. Given the nature of our business as an information technology provider, the risk of modern slavery within our direct operations is minimal. Our primary suppliers include software vendors, IT service providers, and professional consultancy firms, which are considered low risk for human trafficking and modern slavery. However, we recognise that risks may exist further down the supply chain, where we have less visibility. As part of our supplier due diligence, any suspicion of modern slavery or human trafficking is thoroughly investigated.

Policies & Procedures

Hyand’s commitment to ethical business practices is outlined in our Code of Conduct, which applies to all employees and contractors. Our Code of Conduct emphasises our zero-tolerance stance on modern slavery and human trafficking. We are dedicated to conducting business with integrity and ensuring that our supply chain upholds these values.

Our Corporate Social Responsibility (CSR) policy, regularly reviewed and updated, ensures that Hyand contributes positively to society and the environment. This policy underscores our commitment to ethical practices and the prevention of modern slavery.

This statement has been approved by the board of directors of Hyand Technology GmbH on 11 December 2024 and signed by CEO Ralf Holland on behalf of Hyand Technology GmbH.









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Final Audit Report

2024-12-11

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